

COMMISSIONER FOR PATENTS
Washington, D.C. 20231

SERIAL NO. 09/895,886

IBM DOCKET NO. AUS920010236US1

DATE: August 1, 2005

DATE: August 1, 2005

Number of Pages to Follow (including this cover sheet) 5

RECEIVED
CENTRAL FAX CENTER
AUG 01 2005

SEND TO: United States Patent Office

Examiner:

Group Art Unit: **2164**

Tel No:

Fax No: 571-273-8300

FROM: Joseph T. Van Leeuwen
Van Leeuwen & Van Leeuwen
Registered Patent Attorneys
6123 Pebble Garden Court
Austin, Texas 78739
Tel No: 512-301-6738
Fax No: 512-301-6742

THIS MESSAGE IS INTENDED ONLY FOR THE USE OF THE INDIVIDUAL OR ENTITY TO WHICH IT IS ADDRESSED, AND MAY CONTAIN INFORMATION THAT IS PRIVILEGED, CONFIDENTIAL AND EXEMPT FROM DISCLOSURE UNDER APPLICABLE LAW. IF THE READER OF THIS MESSAGE IS NOT THE INTENDED RECIPIENT, OR THE EMPLOYEE OR AGENT RESPONSIBLE FOR DELIVERING THE MESSAGE TO THE INTENDED RECIPIENT, YOU ARE HEREBY NOTIFIED THAT ANY DISSEMINATION, DISTRIBUTION OR COPYING OF THIS COMMUNICATION IS STRICTLY PROHIBITED. IF YOU HAVE RECEIVED THIS COMMUNICATION IN ERROR, PLEASE NOTIFY US IMMEDIATELY BY TELEPHONE AND RETURN THE ORIGINAL MESSAGE TO US AT THE ADDRESS ABOVE VIA THE U.S. POSTAL SERVICE. THANK YOU.

Docket No. AUS920010236US1

Serial No. 09/895,886

Atty: LAV / JVL

Applicant: Calderaro, et al.

<input checked="" type="checkbox"/> Transmittal Letter (2 copies)	<input checked="" type="checkbox"/> Certificate of Facsimile
<input type="checkbox"/> Amendment (<u> </u> pages)	<input type="checkbox"/> Notice of Appeal
<input type="checkbox"/> Amendment AF	<input type="checkbox"/> Appeal Brief (3 copies)
<input type="checkbox"/> Ext. of Time	<input type="checkbox"/> Reply Brief
<input checked="" type="checkbox"/> IDS Statement	<input type="checkbox"/> Change of Address
<input checked="" type="checkbox"/> Form PTO-1449 (Modified)	
<input type="checkbox"/> Other <u> </u>	

RECEIVED
OICE/IAP

AUG 05 2005

Deposit Acct. No. 09-0447

Fees: Amendment Notice of Appeal Appeal Brief Other \$0.00

Atty Ref. No. 1030

COMMISSIONER FOR PATENTS
Washington, D.C. 20231

RECEIVED
CENTRAL FAX CENTER


AUG 01 2005

SERIAL NO. 09/895,886

IBM DOCKET NO. AUS920010236US1

DATE: August 1, 2005

Commissioner for Patents
P.O. Box 1450
Alexandria, VA 22313-1450

Certificate of Mailing or Transmission	
I hereby certify that this correspondence is being deposited with the United States Postal Service with sufficient postage as first class mail in an envelope addressed to: Commissioner for Patents, P.O. Box 1450, Alexandria, VA 22313-1450 or facsimile transmitted to the U.S. Patent and Trademark Office on the date shown below.	
 Joseph T. Van Leeuwen	8/1/05 Date

Sir:

Transmitted herewith for filing is the Patent Application of:

Inventors: Calderaro, et al.

For: System and Method for Improved Personnel Compensation Planning Factors


Enclosed are:

- ☒ Information Disclosure Statement;
- ☒ Modified form 1449 listing 5 references;
- ☒ copies of any non-U.S. Patent references listed on form 1449.

37 CFR § 1.97 is satisfied by the following:

- ☒ This IDS is being filed pursuant to CFR § 1.97(b), therefore no fee as set forth in § 1.17(p) is believed to be due. If, however, more than three months have elapsed since the filing date and a first Office action on the merits has already been mailed, then please charge my Deposit Account No. 09-0447 the fees set forth in § 1.17(p) [\$180.00]. A duplicate copy of this sheet is enclosed.
- ☒ The Commissioner is hereby authorized to charge payment of the following fees associated with this communication or credit any overpayment to Deposit Account No. 09-0447. A duplicate copy of this sheet is enclosed.
- ☒ Any additional patent application processing fees under 37 CFR Sect. 1.17.

Respectfully submitted,

By 
Joseph T. Van Leeuwen
Attorney for Applicant
Registration No. 44,383
Telephone: (512) 301-6738
Facsimile: (512) 301-6742

Atty Ref. No. 1030

COMMISSIONER FOR PATENTS
Washington, D.C. 20231

SERIAL NO. 09/895,886
IBM DOCKET NO. AUS920010236US1
DATE: August 1, 2005

IN THE UNITED STATES PATENT AND TRADEMARK OFFICE

In re application of: : Group Art Unit: 2164
Calderaro, et. al. : Intellectual Property Law Department
Serial No.: 09/895,886 : International Business
Filed: June 29, 2001 : Machines Corporation
Title: System and Method for Improved : Intellectual Property Law Dept.
Personnel Compensation Planning : 11400 Burnet Road
Factors : Austin, Texas 78758

RECEIVED
CENTRAL FAX CENTER

INFORMATION DISCLOSURE STATEMENT

AUG 01 2005

The Commissioner of Patents
Washington, D.C. 20231

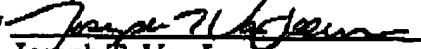
Sir:

Applicants submit herewith patents, publications or other information of which they are aware, which they believe may be material to the examination of this application and in respect of which there may be a duty to disclose in accordance with 37 CFR § 1.56.

While this Information Disclosure Statement may be "material" pursuant to 37 CFR § 1.56, it is not intended to constitute an admission that any patent, publication or other information referred to herein is "prior art" for this invention unless specifically designated as such. In accordance with 37 CFR § 1.97(g) the filing of this Information Disclosure Statement shall not be construed to mean that a search has been made or that no other material information as defined in 37 CFR § 1.56 (a) exists.

The attached form, PTO-1449, provides a listing of patents, publications, or other information as required by 37 CFR § 1.98 (a)(1). A copy of each listed item that is not a U.S. Patent document, is supplied herewith.

Respectfully submitted,

By 
Joseph T. Van Leeuwen
Van Leeuwen & Van Leeuwen
Attorneys for Applicant
Registration No. 44,383
Telephone: (512) 301-6738
Facsimile: (512) 301-6742

08/05/2005 CNGUYEN 00000012 090447 09895886

01 FC:1806 180.00 DA

Page 1 of 1

Atty Ref. No. 1030

In Place of FORM PTO-1449 (Modified)

Serial No. 09/895,886Applicant: Calderaro, et. al.Filing Date: 6/29/2001Group: 2164Atty. Docket No. AUS920010236US1**LIST OF PATENTS AND PUBLICATIONS FOR
APPLICANT'S INFORMATION DISCLOSURE
STATEMENT****U.S. PATENT DOCUMENTS**

Examiner Initial	Document Number	Date	Name	Classification Class / Subclass	Filing Date if Appropriate
_____	AA 6,338,042	01-2002	Paizis, James N.	705/11	
_____	AB 6,754,874	06-2004	Richman, Ira S.	715/507	
_____	AC 5,819,231	10-1998	Tremaine, John L.	705/7	
_____	AD 6,269,355	07-2001	Grimse et al.	706/46	
_____	AE 6,741,993	05-2004	Zitaner et al.	707/10	
_____	AF				
_____	AG				
_____	AH				
_____	AI				
_____	AJ				
_____	AK				
_____	AL				

FOREIGN PATENT DOCUMENTS

Examiner Initial	Document Number	Date	Country	Classification	Translation Yes No
_____	AM				
_____	AN				
_____	AO				
_____	AP				

OTHER ART (Including Author, Title, Date, Pertinent Pages, Etc.)

Examiner Initial	
_____	AQ
_____	AR
_____	AS
_____	AT
_____	AU

Examiner:

Date Considered:

EXAMINER: Initial if reference considered, whether or not citation is in conformance with MPEP 609; Draw line through citation if not in conformance and not considered. Include copy of this form with next communication to applicant.